

Applicant : Andrus et al.
Serial No. :
Filed :
Page : 2

Attorney's Docket No.: 12587-004001 / D00-005

Please direct all communications regarding the application to the attorney at the address and telephone numbers indicated below.

Stephan J. Filipek
FISH & RICHARDSON P.C.
45 Rockefeller Plaza, Suite 2800
New York, New York 10111
Telephone: (212) 765-5070
Facsimile: (212) 258-2291

Signature:  _____

Typed name: Wayne P. Sobon

Title: Manager and Director of Intellectual Property

Assignee: Accenture Global Services GmbH

WPO/dlm

Fish & Richardson P.C.
45 Rockefeller Plaza, Suite 2800
New York, New York 10111
Telephone: (212) 765-5070
Facsimile: (212) 258-2291

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DECLARATION BY THE INVENTOR

As a below-named inventor(s), I hereby declare that:

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I believe I am the original, first and sole inventor (if only one name is listed below) or an original, first and joint inventor (if plural names are listed below) of the subject matter which is claimed and for which a patent is sought on the invention entitled: PROVIDING HUMAN PERFORMANCE MANAGEMENT DATA AND INSIGHT the specification of which:

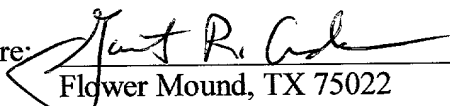
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Full name of inventor: GARTH R. ANDRUS

Inventor's signature:  Date: 1/7/02
Residence: Flower Mound, TX 75022
Citizen of: U.S.A.
Post Office Address: 2805 River Bend Trail
Flower Mound, TX 75022

Full name of inventor: CHARLES NEBOLSKY

Inventor's signature: _____ Date: _____
Residence: Northbrook, IL
Citizen of: U.S.A.
Post Office Address: 1326 Larrabee Lane
Northbrook, IL 60062

Full name of inventor: MATTHEW J. MAJER

Inventor's signature: _____ Date: _____
Residence: New York, NY
Citizen of: U.S.A.
Post Office Address: 227 Sullivan Street #1C
New York, NY 10012

Full name of inventor: RYAN M. LASALLE

Inventor's signature: _____ Date: _____
Residence: Chicago, IL
Citizen of: U.S.A.
Post Office Address: 915 W. Webster #2
Chicago, IL 60614

Full name of inventor: ERIC R. MILLER

Inventor's signature: _____ Date: _____
Residence: Grapevine, TX
Citizen of: U.S.A.
Post Office Address: 3604 Softwind Court
Grapevine, TX 76051

Full name of inventor: PETER W. PARK

Inventor's signature: _____ Date: _____
Residence: East Rutherford, NJ
Citizen of: U.S.A.
Post Office Address: 41 B Triumph Court
East Rutherford, NJ 07073

Full name of inventor: JANET A. TAFOYA

Inventor's signature: _____ Date: _____
Residence: Chicago, IL
Citizen of: U.S.A.
Post Office Address: 3201 N. Ravenswood #203
Chicago, IL 60657

Full name of inventor: ANOUK TRUDEL

Inventor's signature: _____ Date: _____

Residence: Montreal, Quebec

Citizen of: Canada

Post Office Address: 3020 Quevillon
Montreal, Quebec
Canada H1Y1C1

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Inventor's signature: Charles Nebolsky Date: 1/10/2002
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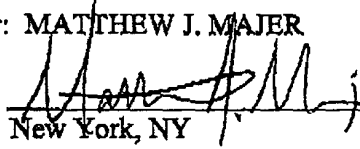
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Attorney's Docket No.: 12587-004001 / D00-005

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Inventor's signature: Date: 1/9/2001

Residence: New York, NY

Citizen of: U.S.A.

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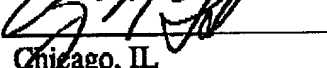
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Inventor's signature: _____ Date: _____
Residence: New York, NY
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Full name of inventor: RYAN M. LASALLE

Inventor's signature:  _____ Date: 1/14/02
Residence: Chicago, IL
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Post Office Address: 915 W. Webster #2
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Full name of inventor: PETER W. PARK

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Post Office Address: 41 B Triumph Court
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Chicago, IL 60614

Full name of inventor: ERIC R. MILLER

Inventor's signature: Eric Miller Date: 1/3/02
Residence: Grapevine, TX
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Inventor's signature: Peter Park Date: 1/25/2002
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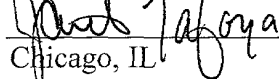
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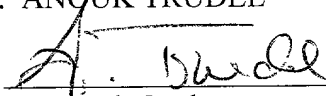
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